

DISABILITIES AND SOCIAL INCLUSION

INFORMATION RESOURCE CENTER | PUBLIC AFFAIRS SECTION | U.S. EMBASSY JAKARTA

U.S. Embassy Jakarta Mission Statement

Based on mutual respect and shared values, the U.S. Mission works with Indonesia to strengthen democracy, sustain the environment, promote prosperity, enhance understanding and ensure security for our people, our nations, and our region

The Americans with Disabilities Act in Action

The strength of the United States lies in its ability to tap the talents, skills and potential of all its citizens. Nearly one in five Americans has a physical or mental disability, according to a 2012 U.S. Census Bureau report. The Americans with Disabilities Act (ADA) makes possible the full participation of this population in U.S. business and commerce, politics, the arts and social life.

Signed into law in 1990, the ADA broke down barriers to participation by ensuring equal access and equal opportunity for people with disabilities. Implementing the ADA has spurred innovation, improved employee performance, opened new business markets and provided all Americans the benefits of an inclusive society.

EARLY SKEPTICISM

However, many U.S. businesses, local governments and other entities initially expressed concerns about implementing the ADA. For example, many business owners worried about how hiring persons with disabilities would affect their operating costs, product quality and employee productivity. Over the past 22 years, some concerns proved legitimate and were addressed through tax incentives and legislative revisions. Other concerns proved fallacious.

CONCERNS VS. REALITIES

Concern: Employing people

with disabilities will negatively impact efficiency and operations.

Reality: The ADA does not require employers to hire anyone who is not qualified for the job. Candidates who do not possess the skills, experience or education — or who cannot perform essential job duties — are not considered qualified and are not protected under the ADA.

While the ADA does not mandate the hiring of unqualified candidates, hiring qualified candidates who happen to have a disability has proved good for business. People with disabilities bring a different perspective to the workplace, including a better understanding of how to meet the needs of other people with disabilities. This translates into new processes, products

and services. The hearing impaired, for example, pioneered the use of SMS messages long before they became the de facto mode of communication for mobile phone users.

By employing people with disabilities, a business attracts new market segments not only through innovation, but also through diversity. According to a 2006 consumer attitudes survey, 87 percent of U.S. consumers prefer to patronize businesses that hire people with disabilities.

To further stimulate workplace inclusion, the U.S. Internal Revenue Service (IRS) offers employers up to \$2,400 in annual tax credits for every qualified employee hired.

Continue to page 2

INSIDE THIS ISSUE:

The Americans with Disabilities Act in Action	1
Americans With Disabilities Act of 1990, As Amended	1
Workplaces Strengthened by Diversity, Inclusion	2
Profile: Americans with Disabilities	3
Leading Practices on Disability	3
Resources	4
About the IRC	4

Americans With Disabilities Act of 1990, As Amended

Passed by Congress in 1990 and signed into law by President George H.W. Bush, the Americans with Disabilities Act seeks to prevent discrimination against people with disabilities in the same way earlier civil rights laws prohibited discrimination by race, religion and gender. The ADA prohibits discrimination by businesses and governments against people who have disabilities in hiring, on the job, and in providing goods and services, including transportation, public accommodations and telecommunications. The current text of the Americans with Disabilities Act of 1990 [ADA], including changes made by the ADA Amendments Act of 2008 (P.L. 110-325), which became effective on January 1, 2009 is available on <http://www.ada.gov/pubs/ada.htm>

Workplaces Strengthened by Diversity, Inclusion

The book lovers of Washington have a friend in Ricardo Thornton. As a clerk at the Martin Luther King Jr. Memorial Library, Thornton spends his days sorting, stamping and shelving books, as well as performing other clerical duties.

He began by volunteering at the library as a young person 32 years ago as part of a special education program. Thornton, who has an intellectual disability, enjoyed the experience and worked with a job coach to gain the skills necessary to become a full-time paid employee.

When he's off the clock, Thornton is an advocate for people with intellectual disabilities.

His message is: "If I can make it, so can you. Give it your best and the rest will follow. If you do, you'll see yourself growing and growing every day."



The U.S. Americans with Disabilities Act, signed into law in 1990, prohibits employers from discriminating against people with disabilities. By fostering a culture of diversity — a capacity to appreciate and value individual differences — employers gain varied perspectives on how to confront business challenges and achieve

success. Disability is a natural part of diversity, and businesses can benefit by taking steps to ensure that people with disabilities are represented in their workforce.

Source: <http://goo.gl/EpQKy>

More stories about Americans with disabilities at the workplaces:

- *Skills, Creativity Trump Disability*/ U.S. Department of State. <http://goo.gl/C8nLo>
- *Communications Access Offers Opportunity for All*/ U.S. Department of State. <http://goo.gl/meHg2>
- *Media Giant Makes Communications Services Accessible*/ U.S. Department of State. <http://goo.gl/KnMgg>
- *Workplace Acceptance Grows for Employees with Disabilities*/ U.S. Department of State. <http://goo.gl/tUQHa>

The Americans with Disabilities Act in Action *Continued from page 1*

Concern: Accommodating persons with disabilities will be too costly.

Reality: The majority of employees with disabilities do not require accommodations. According to a 2012 Job Accommodation Network (JAN) study, 57 percent of accommodations cost nothing to make, while the rest typically cost \$500. The IRS also offers an annual tax credit up to \$5,000 to small businesses that provide reasonable accommodations for employees with disabilities. A reasonable accommodation could include providing alternatives to architectural barriers — such as a ramp in place of stairs — or acquiring new equipment such as screen-reading software.

U.S. employers have reaped other benefits from implementing the ADA. That same JAN study found that providing reasonable accommodations resulted in retaining valuable employees, increasing employee productivity and eliminating new employee training costs. Employers also reported boosts to overall morale and productivity.

A North Carolina snack food company, for example, recorded a jump of 70 percent to 95 percent in productivity after hiring em-

ployees with disabilities. Employee retention increased, and absenteeism dropped.

Concern: Serving persons with disabilities will negatively affect business.

Reality: Like accommodating disabled employees, accommodating customers with disabilities is good for business. According to the U.S. Department of Labor's Office of Disability Employment Policy, persons with disabilities represent the United States' third-largest market segment. Serving the 54 million Americans with disabilities gives a business access to more than \$200 billion in discretionary customer income.

A major U.S. hotel chain, for example, noticed a 260 percent increase in net revenues after it began offering ADA-compliant rooms and training staff to serve guests with disabilities.

Reality: What the ADA Guarantees

Comprising five titles, the ADA:

- Prevents employers from discriminating against a qualified individual with a disability.
- Requires state and local governments to provide equal access to public programs

and services such as public transportation.

- Ensures the equal enjoyment of goods, services and facilities of public places such as restaurants, hotels and theaters.
- Compels telecommunication companies to provide functionally equivalent services to persons with disabilities such as closed captioning for the hearing impaired.
- Makes it illegal to retaliate against individuals who exercise or help others exercise their rights under the law.

Source: <http://goo.gl/YnugU>

Related Links:

- *American with Disabilities Act (Pamphlet)*/ U.S. Department of State. <http://goo.gl/MfGVd>
- *Disabilities*/The Whitehouse. <http://goo.gl/wxXY>
- *Information and Technical Assistance on the American with Disabilities*/ U.S. Department of Justice. <http://www.ada.gov/>
- *Office of Disability Employment Policy*/ U.S. Department of Labor. <http://www.dol.gov/odep>

Profile: Americans with Disabilities

Population Distribution

57 million

Number of people with a disability living in the United States in 2010. They represent 19 percent of the civilian non institutionalized population.

20%

Percentage of females with a disability, compared with 17 percent of males. (When adjusted for the aging of the population, the disability rate was 18 percent for both males and females).

On the Job

41%

Percentage of people 21 to 64 with a disability who were employed.

28%

Percentage of people 21 to 64 with severe disabilities who were employed. This compares with 71 percent for individuals with non severe disabilities.

Income and Poverty

\$1,961

Median monthly earnings for people 21 to 64 with a disability, compared with \$2,724 for those with no disability.

\$1,577

Median monthly earnings for people 21 to 64 with severe disabilities, while those with non severe disabilities had median monthly earnings of \$2,402.

\$2,838

Median monthly earnings for people 21 to 64 with disabilities associated only with communication, including blindness or difficulty seeing, deafness or difficulty hearing, and difficulty having speech understood.

29%

Percentage of people 15 to 64 with severe disabilities who were in poverty, while 18 percent with non severe disabilities were in poverty.

Program Participation

59%

Percentage of people 15 to 64 with severe disabilities who receive public assistance. Thirty-three percent receive social security benefits. This compares with 9 percent of adults 15 to 64 with non severe disabilities that receive Social Security benefits.

28%

Percentage of adults with severe disabilities who receive food stamp benefits, compared with 8 percent for those with no disability.

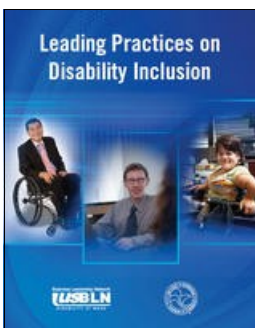
11%

Percentage of people 15 to 64 with severe disabilities who receive public housing assistance. This compares with 9 percent of people 65 and older with severe disabilities.

Source: <http://goo.gl/bc8Tf>

Related Link: <http://goo.gl/eAvp2>

Leading Practices on Disability Inclusion



Successful businesses recognize that incorporating disability in all diversity and inclusion practices positively impacts their companies' bottom line. Corporate CEOs understand that it's

cost effective to recruit and retain the best talent regardless of disability. Chief technology officers know that technologies that are usable by all employees lead to greater productivity. Senior purchasing managers recognize the economic benefits of broadening their supplier bases to include diverse categories, such as disability owned businesses, and savvy marketing directors eagerly embrace opportunities to increase their companies' share of new markets.

While businesses sometimes encounter

serious challenges as they seek to implement inclusion strategies, many employers have overcome these hurdles with robust and creative practices. Through the Leading Practices on Disability Inclusion initiative, the U.S. Chamber of Commerce and the US Business Leadership Network (USBLN®) invited business leaders to share their successful disability inclusion strategies. This publication highlights successful strategies that can be used by businesses of all sizes to create a more inclusive workplace, marketplace, and supply chain. Real-life examples, such as these, are important to help businesses realize the wide range of opportunities available and the potential for replicating success.

The companies and leaders featured in this publication provide valuable insights on the successes they have realized through the inclusion of people with disabilities in all aspects of their corporate enterprises as well as in their marketing. In addition to these effective strategies, an assessment is included as a tool to initiate or enhance

your company's disability-friendly corporate practices.

The companies featured in this report:
-AT&T -BlueCross and BlueShield of Florida -Cargill -CSC -Ernst & Young, LLP -The Hartford -HCSC -Lowe's -Manpower -Merck & Co. Inc -Northrop Grumman -PepsiCo -QUALCOMM, Inc -Unum -Walgreens -3M -AMC Theaters -AOL -IBM - Verizon

Complete report is accessible at:

<http://goo.gl/Vo795>

Related Link:

Building an Inclusive Workforce — A Four-Step Reference Guide to Recruiting, Hiring, & Retaining Employees with Disabilities/ U.S. Department of Labor.

<http://goo.gl/SWv8f>

"Disability is a matter of perception. If you can do just one thing well, you're needed by someone."

- Martina Navratilova

Resources

Articles

Paralympics Emphasize Achievements over Disability/Jane Morse. IIP Digital, U.S. Department of State, June 1, 2012
This article describes International Paralympic Games.
Read more: <http://goo.gl/WoeF>

U.S. Education Official Highlights Benefits of Special Olympics/Michael Yudin. IIP Digital, U.S. Department of State, Feb 4, 2013
Special Olympics not only provides the opportunity for individuals with intellectual disabilities to realize these benefits, but promotes dignity, respect, and the opportunity for fuller social inclusion.
Read more: <http://goo.gl/RpLO7>

eJournalUSA

Disability and Ability/Bureau of International Information Programs. U.S. Department of State, November 2006
With support, people can overcome even severe disabilities while maximizing their abilities and lead fulfilling and productive lives. This journal presents some aspects of such efforts.
Read more: <http://goo.gl/nBruY>

Pamphlets

Scout Bassett: Redefines Ability/Bureau of International Information Programs. U.S. Department of State, August 2012
This pamphlet is profiling Scout Bassett, a runner with disabilities who won medals in the last four paratriathlon world championships.
Read more: <http://goo.gl/53FSm>

Gallaudet University: Widening Horizons for the Deaf/Bureau of International Information Programs. U.S. Department of State, December 2012.
This pamphlet is picturing Gallaudet University, a unique learning community made up of some 1,100 undergraduate and 400 graduate students who are all deaf or hard of hearing.
Read more: <http://goo.gl/PTyKD>

Videos

President Obama Engages with Youth with Disabilities/Whitehouse, August 23, 2012.
Obama met with some youth with disabilities. He wanted to hear their thoughts about the future of disability policy. Watch the video at: <http://goo.gl/sldSX>

Conversations With America: "Promoting Disability Rights"/U.S. Department of State, Oct 17, 2012
Judith Heumann, Special Advisor for International Disability Rights, holds a conversation with Ann Cody, Director of Policy and Global Outreach, BlazeSports and Kirk Bauer, Executive Director of Disabled Sports USA, on "Promoting Disability Rights". Watch the video at: <http://goo.gl/LZ3C8>

For IRC Books Collection, Check Our Catalog at:
<http://69.63.217.22/U10086Staff/OPAC/index.asp>



eLibraryUSA

Are you looking for more articles on Disabilities and Social Inclusion related topics and other subjects or you just want to explore the world with your fingertips?

Now available, eLibrary USA, with 30 databases of authoritative and continually updated information.

To get details on access to this database, contact the IRC at:

email: ircjakarta@state.gov

Contact Info:

Information Resource Center
Public Affairs Section
U.S. Embassy Jakarta
Address:
Jl. Medan Merdeka Selatan 4-5,
Jakarta 10110, Indonesia
Tel.: (021) 350-8467
Fax.: (021) 350-8466
Email: ircjakarta@state.gov
Website:
<http://jakarta.usembassy.gov/irc.html>

Walk-in Visitors

(by appointment only):
Monday to Friday; from 07:30 to 16:00
Closed on U.S. and Indonesian

About the Information Resource Center

The U.S. Embassy's Information Resource Center (IRC) in Jakarta is a specialized reference and research facility whose goal is to provide you with accurate, up-to-date and authoritative information about U.S. society and policy materials, covering such topics as U.S. foreign policy, government, economics and trade, history, social and cultural issues. Three professionally-trained reference specialists will help you to retrieve needed-information quickly, conveniently, and free of charge.
The IRC collection includes a reference collection, a periodicals section, and access to extensive online commercial-databases.

For details on reference and periodical collections, please check our online catalog at
<http://69.63.217.22/U10086Staff/OPAC/index.asp>.
For all IRC information products, including this info package are available online at:
<http://jakarta.usembassy.gov/infoproduct.html>

Information queries may be submitted to us by phone, fax, mail, and e-mail. You are also welcome to visit us by appointment for personal research assistance.